



**President's Management Agenda
National Aeronautics and Space Administration**

	Current Status (As of March 31, 2003)		Progress in Implementing the President's Management Agenda		Comments
Initiative					
Human Capital NASA Lead: Vicki Novak OPM Contact: Jennifer Karner		<ul style="list-style-type: none"> NASA has implemented an automated competency management system, identified its at-risk workforce competencies, developed learning and leadership succession plans, and documented its human capital accountability system. Could earn Green status by Q4 FY 2003 if NASA fully implements its Strategic Human Capital Plan and integrates its competency management system with other agency plans and management tools. Strategic Human Capital Plan and accompanying Implementation Plan approved by OPM/OMB. 		<u>Actions Taken since December 31, 2002</u> <ul style="list-style-type: none"> Developed a human capital accountability system. Established set of SES evaluation factors to be included in SES performance plans, leadership programs, and recommendations for SES Rank Awards. Provided improved workforce planning and analysis tools/information on HC website. Identified leaders and experts to share knowledge and mentor future project leaders. Developed Executive Potential Program to respond to need for additional leadership development opportunities, providing greater breadth of experience, developmental assignments, and shared culture/collaboration. <u>Planned Actions for Q3 FY 2003</u> <ul style="list-style-type: none"> Assess linkage between employee rewards and goals using OPM survey and develop implementation plan to support recommendations (6/03). Verify that delegation of NASA Excepted Position (NEX) authority to the Centers has resulted in increased use of this flexibility (6/03). 	<ul style="list-style-type: none"> Earned a green progress rating because NASA met all milestones for the second quarter, including several not mentioned in this scorecard. NASA-specific bills introduced in both Senate and House to improve workforce flexibility. We are currently developing Administration positions on these bills. OPM survey results provided to NASA on 3/21/03; OPM agreed to new action dates relative to the recognition and awards study.

April 7, 2003